

Empirical Research on Competency Model of Human Resources Management Personnel in Enterprises Based on Work and Quality

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Abstract: Enterprises are an important part of the structure of economic and social development. Human resource is the most important enterprise resource, and the competency of human resource managers is one of the most important concerns of senior managers. On the study of the competency of human resources professional managers, the main characteristics of human resources managers' competency and its application in management practice are put forward. The structure of knowledge, skills, personal talents and other personal characteristics that should meet the requirements of the work objectives is a scientific division of human capabilities from the perspective of work analysis. Strengthen theoretical study, go deep into the grassroots research, conduct scientific and reasonable training for employees, gradually improve the overall level of human resources, understand the dynamics of employment ideas, and establish a sense of service for enterprises and employees, participate in the training of relevant subdivision work content, and improve their overall quality and ability.

1. Introduction

With the development of the state, the level of science and technology is improving day by day, and the market environment is becoming more and more complex. Competition among different enterprises is becoming more and more fierce, and the desire for talents and competition are becoming increasingly fierce. Enterprises should realize the rational distribution of personnel according to the actual needs of work. We also need to respect the work of employees and fully mobilize their enthusiasm and initiative [1]. Focus on the guiding process of obtaining lasting competitive advantage from the continuous business environment, including the need to possess certain knowledge, skills and behavior, and propose a conceptual framework of competency characteristics, including three areas of business knowledge, expertise and change management [2]. In view of the close relationship between the professionalization and competence of human resource managers, in order to achieve the professionalization of human resource managers, we must focus on the competency of the post. Design a specialized competency Table, build a competency model for Chinese human resources managers, and indicate future research directions. Research on the competence of human resource management personnel, provide the basis for the recruitment of human resources management personnel, and provide evaluation criteria for performance management and training development, which will help improve the level of human resource management and realize the development strategy of the enterprise [3]. It is operated and gradually established and optimized by the human resources management personnel of the enterprise. The clarity and operability of these specifications are part of the process and regulations [4].

Enterprise managers are an important part of human resources management. In the management of employees, managers are required to take responsibility and service while enjoying their rights. That is to say, the idea and desire of consciously and actively doing a good job of service comes from the heart of the service personnel [5]. There will be a strong sense of service if we want to have a strong idea of showing personal talent and reflecting the value of life. Make the employee's behavior fully developed within the framework of labor laws, regulations and labor contracts, coordinate with personnel-related issues, and maximize the value of each employee in their own positions. Because of its important position in the enterprise, its quality has higher requirements [6].

The human resource practitioner competency model mainly includes five dimensions: knowledge dimension, skill dimension, personality dimension, behavior dimension and value dimension. Employees only have to constantly strive to contribute to the company, and they are responsible for the work and less mistakes in order to get good performance appraisal results. Performance appraisal mainly examines the performance, ability, ethics and diligence of employees, which is a manifestation of comprehensive quality. Deepen the quality of the company's employees [7]. Competency and behavioral event interviews advocate the use of competency tests instead of intelligence and aptitude tests. Competency is the collection of knowledge, skills and abilities required to complete a job, as well as values, behaviors, motivations, work habits, and more. Have specific knowledge related to the organization's strategic goal formulation and implementation, carefully consider the echelon construction of key positions, and develop a plan to ensure that all activities are directed to the business needs of the enterprise, and then consistent with the strategic needs of the enterprise [8].

2. Materials and Methods

Competency model is a combination of a series of interrelated competency factors, which are related to the job itself and the job itself. Collect the behavior events corresponding to the competency factors; adopt the behavioral descriptive competency scale which is closely related to human resource management to reduce the understanding bias of the subjects; divide the subjects into high performance group and general performance group for comparative analysis. We should pay attention to the ideological construction of departments and strengthen the training of staff quality and consciousness through regular training and irregular exchanges. We should keep human resource performance evaluation in mind, make the social focus of human resource performance evaluation better, constantly improve the method, and make efforts for the emergence of national talents. Strong information collection ability, actively pay attention to the trend of business development; strong analytical thinking ability, good at analyzing internal and external advantages and disadvantages, so as to make reasonable decisions; good at system thinking, can stand at a global level, systematically think about the overall operation of the enterprise. Starting from the reality of the work, we will combine knowledge and practice perfectly; work within the scope of national legal norms, maintain a correct political viewpoint, and work conscientiously and fairly. The most effective method for checking the structural validity of the scale is factor analysis. The principal component factor analysis is the most commonly used method in factor analysis. The analysis of the multi-principal component factors of the enterprise human resource management personnel's competent power Table is shown in Table 1.

Table 1 Multivariate Principal Component Factor Analysis of Competence Scale of Human Resource Management Personnel in Enterprises

	Factor	Rotation factor load
Functional competency	Win support	0.61
	Be fair to others	0.52
	Boost morale	0.65
	Effective allocation	0.68
Personal competence	Business knowledge	0.64
	Literal expression	0.62
	Computer operation	0.54
	Oral expression	0.58

The main human resources management work of enterprises can be summarized as follows: human resources strategy and planning, job analysis and evaluation, recruitment and selection, training and career planning, performance appraisal and management, salary and welfare management and labor relations. At the same time, there are differences in the evaluation of the competency that people of different professional backgrounds should have. Linear supervisors

emphasize that they should have computer knowledge consultants to predict the impact of change. Only by constantly improving the human resources performance appraisal method can we better judge the use of talents, arrange the appropriate talents in the appropriate posts, and make every effort to contribute to the country. The definition of enterprise human resource management personnel as professional management personnel engaged in "human resources planning, recruitment selection, performance appraisal, compensation and welfare management, incentives, training and development, labor relations coordination, etc." is responsible for their own work. Loyalty, fairness, and obedience to the company are a kind of mentality and way of doing things that must be maintained as a human resource management personnel. The most important thing is to establish and improve the human resources management related regulations of the enterprise with due diligence. Communicate talent needs and reserves with human resources management personnel and department heads, improve the talent recruitment system, and promote corporate culture construction to create a positive and positive environment for the development of enterprises and the retention of talents.

For the long-term development of enterprises and occupying a place in market competition, managers must keep pace with the times, actively understand the new situation, explore and introduce new business management concepts, and strengthen the understanding of human resources management. Continuously improve the human resources management system, management methods and management means, improve the overall quality of employees, achieve human resources management innovation, and further promote a brand-new upgrading of the work of enterprises. It is an important task for managers of human resources to develop enterprise culture and turn the spirit of enterprise culture into a cohesive force, which is deeply imprinted in the minds of employees, play a role in improving the performance of employees, and enable enterprises to obtain more economic benefits. Competence can distinguish excellent performers from ordinary performers. Excellent employees and ordinary employees will show significant differences in competency. Only knowledge, skills, abilities and traits that satisfy these three important characteristics can be defined as competence. For enterprises to develop better, it is necessary to implement the human resources performance assessment method. The major enterprises have also begun to implement the method and continuously screen the internal personnel of their own enterprises to enhance the quality of the company's human resources. Actively transform traditional management methods to promote efficient and orderly development of enterprises. Focusing on the interests of enterprises and employees, we can keep corporate secrets and respect employee privacy; care for others, have high influence and appeal in employees; have strong emotional control and can withstand greater interpersonal pressure.

3. Result Analysis and Discussion

Effective use of relevant human resources inside and outside the organization to meet the needs of the current and future development of the organization and to ensure the realization of organizational objectives and maximize the development of its members. The implementation of reasonable and necessary reward and punishment system can fully stimulate the enthusiasm of employees and attract more talents to enter the enterprise. Perfect salary system and scientific incentive mechanism are also indispensable in staff management. Good professional ethics is another necessary accomplishment for human resource managers. Loving post, dedication, caring for colleagues, understanding leadership, strong sense of responsibility, and striving for excellence in work are the most basic professional ethics requirements. It will help employees understand the consistency between their personal characteristics and job needs. The first task of managers is to transform human resources into strong productivity. From the outside, through the planning and management practices of human resources to achieve the purpose of gaining competitive advantage, emphasizing the matching of human resources management and organizational strategy, emphasizing the flexibility of organizational strategy through human resources management activities. According to the results of potential evaluation, we will design a career development plan that meets personal characteristics, and provide support and counseling to employees during the

implementation process.

Fully mobilize the enthusiasm of the staff, improve the efficiency of human resources management, improve work standards, establish the awareness of creative work of staff, and realize the concept innovation and management innovation. The management concept of enterprises is traditional and passive. In terms of retaining, introducing and cultivating excellent talents, little time and energy are devoted, which results in the restriction of overall work efficiency and production creativity, and the reduction of enterprise management efficiency. Statistics and analysis are the necessary work in human resources management. Only with the corresponding ability and professional quality can they be qualified for their positions. Communication and coordination ability is a necessary quality, and protecting the interests of employees is a part of their work, which must be communicated and negotiated with people, so communication and coordination ability is very necessary. Performance appraisal mainly examines the performance, ability, ethics and diligence of employees. This is a manifestation of comprehensive quality. Only when employees are strict and strict in all aspects can they stand out from the crowd, and the superiors can notice the positive working attitude of employees. The degree of importance of each competency varies with time, with the same industry, the position of the respondent and the department, and the different regions. Promote the implementation of corporate culture, so as to unite strength and form synergy. Good at employee management, able to positively inspire others and increase morale; good at working with employees and easy to share knowledge with everyone.

Innovation consciousness and logical thinking ability are very important to a person, and for human resource managers in enterprises, too strong such quality should be their essential quality. In the process of building a general competency model, attention should be paid to comprehensive and systematic empirical methods, such as selecting extensive and representative samples, and collecting data from the perspective of different interest groups. Competency refers to the underlying basic characteristics of individuals with causal links with reference criteria (general performance or high performance). It is not only related to the position they hold in their work, but also to their expected or actual reactions and the performance of influencing behavior and performance. Only by focusing on the competition between talents and the training of talents, and making fair evaluation in performance appraisal, can we make greater efforts for the future development of enterprises. Employee performance management based on competency focuses on the evaluation of competency and its performance results, so as to provide a scientific, accurate and fair basis for human resources decision-making. To continuously improve the ability and level of human resources management personnel, we must always adhere to the strategic principles of development, people-oriented principles, continuously establish and improve personnel incentive mechanisms, rationally allocate human resources, and do a good job in planning, forecasting, designing, analyzing, and costing human resources. Work on accounting, resource maintenance, personnel records, and overall allocation, and the full and scientific use of management laws, systems, procedures, and methods.

4. Conclusion

This paper makes an empirical study on the competency model of human resource managers in Enterprises Based on work and quality. We should give full play to the participation of all staff in innovation and improve efficiency, prescribe appropriate remedies, focus on solving weak links and practical problems in our work, and adapt to the requirements of the new situation. Recognize their responsibilities and tasks in management. In the daily personnel allocation, scheduling, retaining and employing, the use of scientific and reasonable mechanisms to enhance the sense of responsibility and execution of employees, and thus improve the overall efficiency of enterprises. The uniqueness of enterprise culture and the specialization of its development are the keys for an enterprise to form its own competitive advantage. Strengthening the construction of corporate ideological work is really related to the improvement of the quality of human resources management personnel. Enhance employees' ability to achieve high performance and competency development potential, which expands the training content from basic work needs to performance

behaviors, knowledge, attitudes, personality traits and other aspects. It helps enterprises to recruit and select competent human resource management personnel, and helps on-the-job human resource management personnel to find their efforts and improve their competence in human resource management through training and other means.

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